ABSTRACT

The workforce of any organization is the major indicator of its progress. This workforce indirectly helps strengthen a country's economy in this modern era and countries with large industrial empires tap into the labor force of under developed countries so as to meet their increasing demand for workforce. A highly qualified and technical staff is the key towards the success of any organization.

This study has been undertaken in order to identify the current demographics and skill level of the workforce of three different universities of Jamshoro along with the opportunities and threats faced by the workforce in the university environment so as to assess their performance and suggest ways to a discrete improvement. As Pakistan is the 6th largest population of the world having 9th largest HR, it has the potential to prove itself a major contributor to the regional as well as world economy. This study used Questionnaires to assess the data related to skills of the workforce in three universities namely Mehran university of engineering and technology,Liaquat university of Medical and health sciences and University of sindh. Research followed hybrid model of both quantitative and qualitative methodologies. The collected sample were analyzed in SPSS 19 and mean values were derived in order to draw skill scale graphs of the current status of the workforce. Despite a large Human Resource, no measures are being taken to utilize this resource and as a result Pakistan has a less skilled workforce contributing very little to the economy. Though the samples collected are from just three universities and may not be generalized to all over Pakistan, but it does indicate the said scenario at grass root level

Through this study it is possible to intimate the people as well as the Government to take strict measures to tackle the situation in an appropriate manner thereby strengthening the modest Human Resource to take competitive advantage of the workforce. The results derived are of significant importance as they clearly depict the worsening scenario and indicate that it is high time that the Government realized the need to strengthen the workforce to improve a decline economy at grass root level.